

# Time is Wealth:

## Part-time Work as a Means to foster Sustainable Lifestyles?

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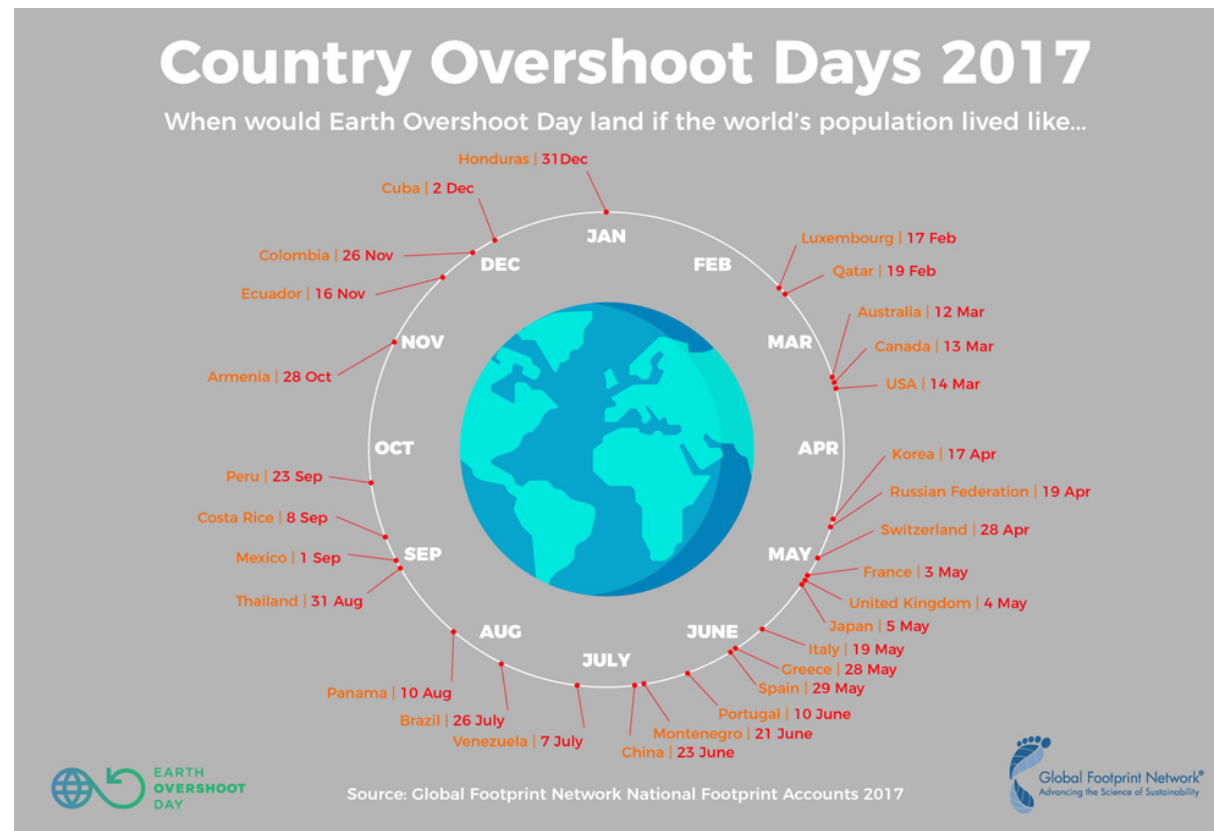
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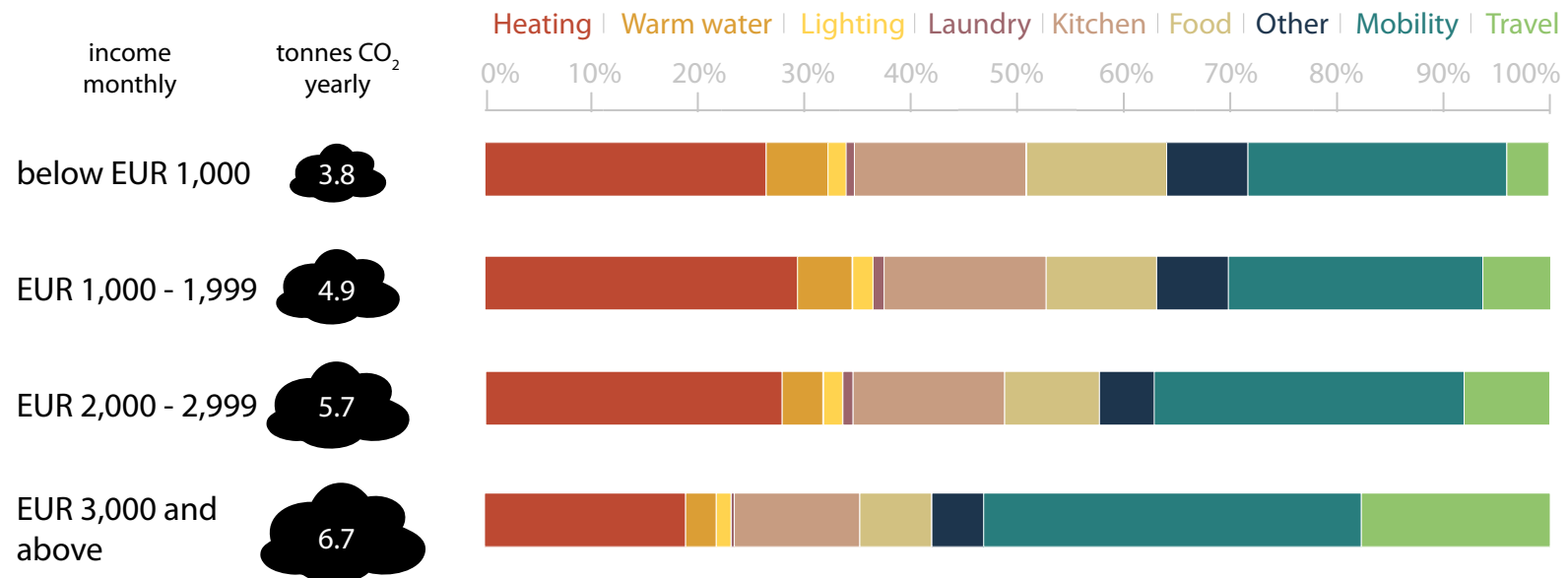
Centre for Development and Environment CDE

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# Ongoing Trend of Over-consumption of Natural Resources



# Ongoing Trend of Over-consumption of Natural Resources



(Moser, et al., 2016, Fig.1)

# Part-time Work as a Promising Strategy towards Sustainable Consumption Levels?

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## Relevance within the Post-Growth Debate:

- > Reducing working time results in a triple dividend: positive effects for the economy, society, and the environment (e.g., Coote et al., 2010; de Graaf, 2010; Maniates, 2010).

## Rational:

- > Well-being is no longer limited by a lack of money, but by a lack of time to use consumer goods in a meaningful way (Paech, 2012).
- > Gains resulting from increased production efficiency should no longer be transferred into more money, but into more self-determined time (Jackson, 2017; Schor, 2010).

## Evidences:

- > Macroeconomic studies comparing different countries revealed that shorter working hours go along with lower environmental impacts (e.g., Hayden & Shandra, 2009; Knight, et al., 2013; Rosnik & Weisbrot, 2007; Schor, 2005).

## However:

- > Under which conditions does a self-determined reduction of working hours result in a more sustainable lifestyle on an individual level?
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# How to investigate the Impacts of Working Time Reduction?

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## Study 1:

- > To reconstruct the decision to reduce working time, as well as the resulting changes in environmentally significant behavior, time use, values and subjective well-being.
- > Qualitative interviews with employees who have reduced their workload within the last two years.

## Study 2:

- > To detect and quantify the influence of various intervening factors that have an impact on how a change in working hours affects time use, environmentally significant behavior, subjective well-being and values.
- > Standardized longitudinal online survey with employees that voluntarily decide to reduce their workload and, for the sake of comparison, ones that don't.

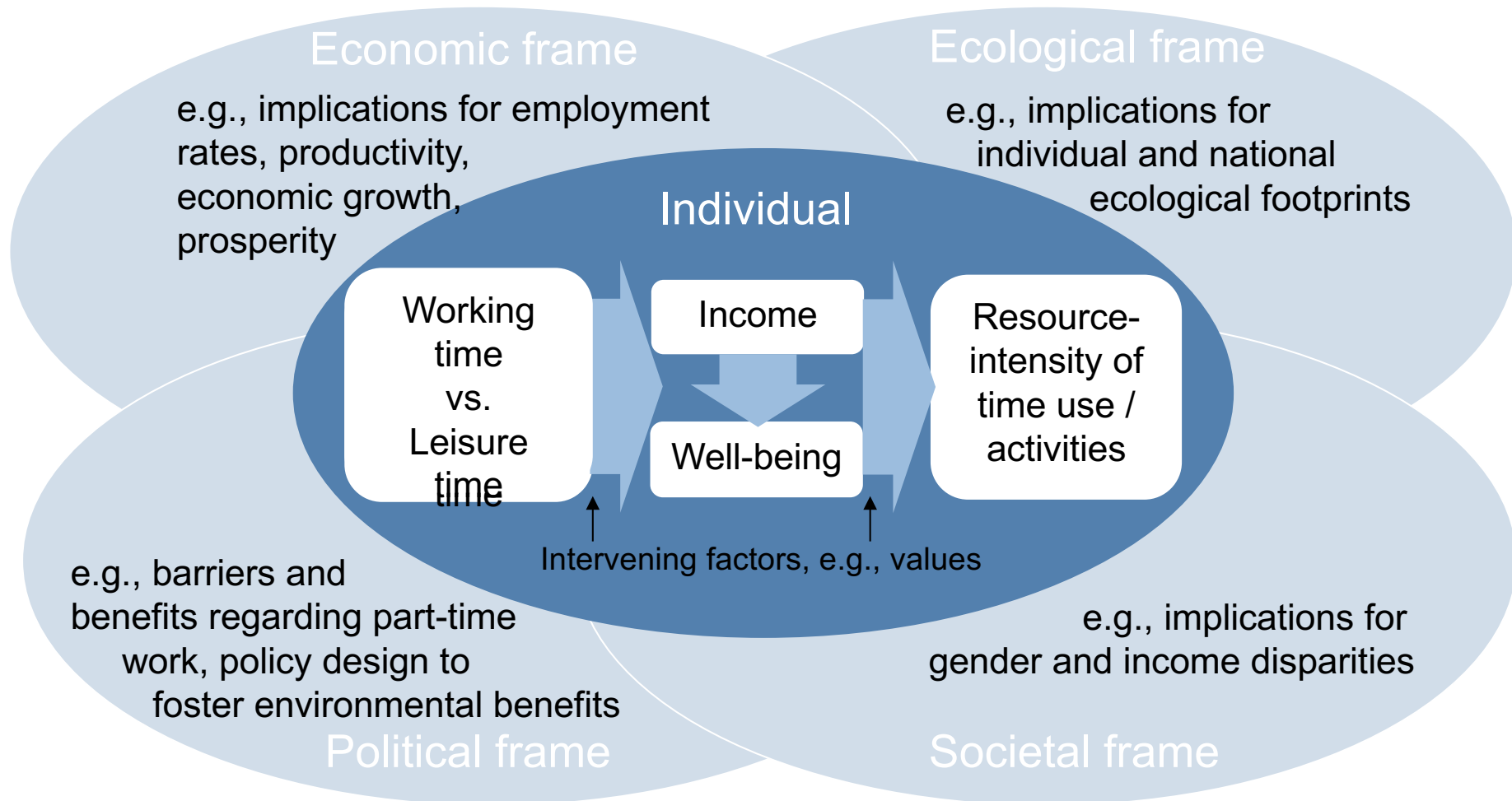
## Study 3:

- > To derive recommendations and formulate theses on implications on the meso- and macro-level based on the study's results
- > Transdisciplinary expert dialogue

# Insights from the Literature Review I

- > Income correlates positively with environmental impact (e.g., Druckman & Jackson, 2016; Moser & Kleinhüchelkotten, 2017)
- > Composite time use rebound effect: More leisure time may partly compensate for the positive income effect by 20-60% (Buhl & Acosta, 2016; Nässén & Larsson 2015)
- > It depends on how leisure time is used (resource-intensity of leisure activities) e.g. Druckman et al. 2012; Jalas & Juntunen, 2015)
- > More leisure time may facilitate value-behavior congruence (Chai et al. 2015)
- > Subjective well-being, environmental concerns, and pro-environmental behavior are negatively related with materialistic values (e.g., Anderson & Nässén, 2016; Brown & Kasser, 2005; Kasser & Sheldon, 2009)
- > Unsatisfied needs (social recognition, affiliation,...) – and thus reduced subjective well-being - provoke symbolic and compensatory consumption activities (Mandel, et al., 2017)

# Our Framework (being progressed)



# Study 1: Retrospective View on Working Time Reduction - Method

- > Employees who have reduced their working time by at least 20% within the last two years
- > 15–20 semi-structured guideline interviews
- > Qualitative content analysis
- > Sampling: Variance envisaged in
  - Gender
  - Degree of the working time reduction
  - Professional position
  - Phase of life
  - Environmental concern



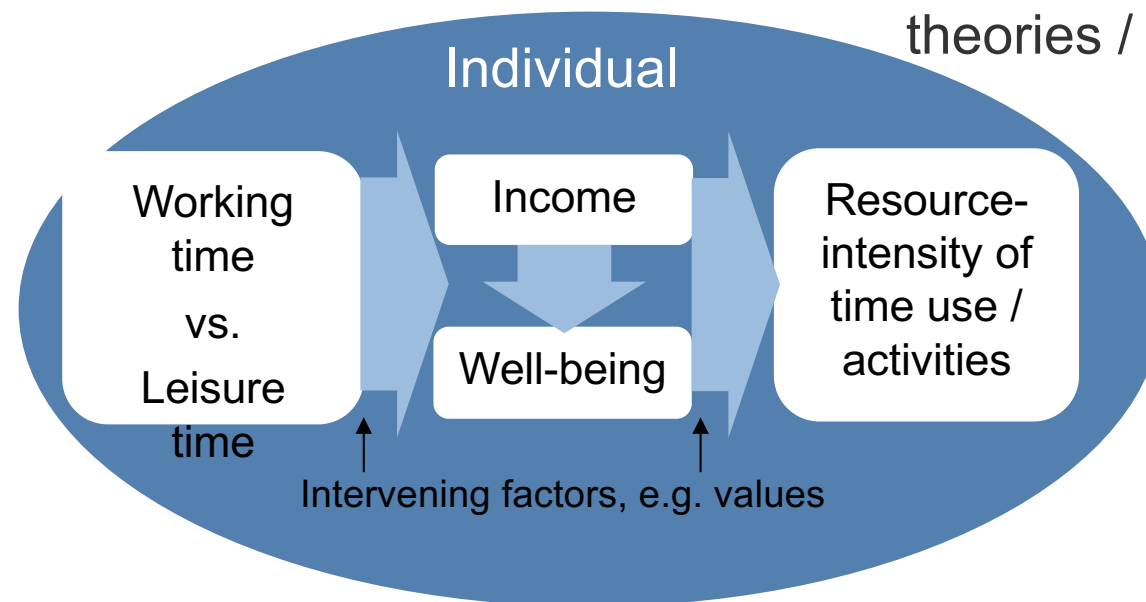
# Study 1: Retrospective View on Working Time Reduction – (very) preliminary insights

- > No guarantee for an income effect (savings, income of spouse,...) and confounding of the income effect with life course events (e.g. parenthood)
- > Newly gained free time is immediately filled with personal projects (parenthood, voluntary work, start up, self-employment,...)
- > The resource-intensity of the activities that fill the gap left by the reduction of working hours determines the ecological benefits
- > Support for the assumption that a higher degree of self-determined time moderates the value – behavior gap
- > So far no interviewee with particularly high environmental concerns
- > High capacity to be self-initiative as a precondition for a positive effect on subjective well-being

# Open Questions for Discussion

## Content:

Time as a moderator between values and behavior?  
Free time vs. non-free time (paid work, household work, childcare, ...)  
Do we have blind spots regarding further important (psychological) theories / constructs?



## Methods:

Individual or household level?

How to assess shifts in environmentally significant behavior?

How to deal with the confounding with critical life course events?

# Thank you very much for your attention!

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- > Project funding:  
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